



**COUNTY OF LOS ANGELES
DEPARTMENT OF AUDITOR-CONTROLLER**

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May 26, 2010

TO: Supervisor Gloria Molina, Chair
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

FROM : Wendy L. Watanabe
Auditor-Controller

SUBJECT: **CLARIFICATION ON PART-PAY-SICK TIME BENEFITS – eHR PAYROLL**

This is in response to a May 17, 2010 memo (attached) to your Board from a group of employees within the Department of Children and Family Services' (DCFS) Vermont Corridor Office. These employees alleged they lost accumulated part-pay-sick time benefits due to the new eHR Payroll System.

County employees have not lost sick time benefits as a result of the new Payroll System. The DCFS employees making these allegations probably did not understand the payroll conversion of hours from "calendar days" to "work days"; the fact is no benefit time was lost during the conversion process.

We have explained the conversion process to payroll employees at training sessions, on Payroll Information Flyer #5 issued January 15, 2010, on the Auditor-Controller Website and to labor union representatives. In addition, to address these employees' concerns, union leadership from SEIU Local 721 offered to meet with a number of DCFS employees on May 27, 2010. Representatives from my Office and the Chief Executive Office Employee Relations will attend this meeting to answer any questions.

If you have any questions, please call me or your staff may call Gregg Iverson, Division Chief, Countywide Payroll Division at (213) 974-8401.

WLW:MMO:RAD:GI

Attachment

c: William T Fujioka, Chief Executive Officer
Patricia S. Ploehn, Director, Department of Children and Family Services



PATRICIA S. PLOEHN, LCSW
Director

County of Los Angeles DEPARTMENT OF CHILDREN AND FAMILY SERVICES

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PETITION

May 17, 2010

To: THE HONORABLE BOARD OF SUPERVISORS

From: VERMONT CORRIDOR OFFICE

Board of Supervisors

GLORIA MOLINA

First District

MARK RIDLEY-THOMAS

Second District

ZEV YAROSLAVSKY

Third District

DON KNABE

Fourth District

MICHAEL D. ANTONOVICH

Fifth District

RE: NEW PAY ROLL SYSTEM AND PAY STUBS DATED 04/15/2010

Let us begin by stating the paystubs dated 3/15/2010 were correct. Every paystub after that has been incorrect. These stubs showed all of employees earned time especially 65% time and 50% time. The codes used were: code 116 @ 65%, code 120 @ 50% Under the old system.

How does the County come up with a new system that loses time for the employees? The employees have accumulated this time prior to the new system. In many cases this has caused the employees to be shorted hundreds of hours. these are hours they have EARNED prior to the new system taking effect.

Scenario:

On 3/15/2010 an employee has 448 hours at 65% time and 2016 hours at 50% time. when the employee received their pay stub on 4/15/2010 and 5/14/2010 this stub shows employee balance for 65% is 320 hours a total difference of 128 hours and 50% balance of 1440 hours a difference of 576 hours short. Leaving the grand total of 704 hours lost via the new system! This is totally unfair to county employees.

A telephone call was made to downtown payroll; the employee was informed the shortage is for weekends being taken away. We understand this new system; however, time earned prior to the new system should not have been taken from the employees. there is something wrong with this procedure. The hours taken could be hours the employee were counting on having in the event of a long-term illness and the difference between the employee being able to meet the essential needs of their livelihood.

Some employees who have industrial injuries had scheduled surgeries based on time shown on prior pay stubs and now are not able to proceed because their percentage time has been taken away. There should have been a way to avoid taking the employee's time just because a new system has been implemented. The new system has also lowered the percentage of employees Vacation In-Lieu of sick time. Why has this occurred without consideration of the loss of time for the employees?

Your immediate attention is appreciated regarding this matter and the valid concerns of County Employees. (Please see attached list) feel free to contact anyone on the list.

"To Enrich Lives Through Effective and Caring Service"

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